



## Organizational Diversity and Inclusion 2022-2023 Strategic Plan

### Recruit and Retain Diverse Talent

**Increase and retain the compositional diversity of our students, faculty, and staff to reflect the demographics of the citizens of North Carolina.**

- Establish two assured admissions programs with two HBCUs/MSIs.
- Ensure all our UR students have a mentor from similar lived experiences.
- Aim to hire 2 additional faculty who share lived experiences with our UR students.

### Prepare Culturally Intelligent Professionals

**Prepare students to be culturally intelligent to meet societal healthcare needs by designing and launching a comprehensive Cultural Intelligence Plan**

- Based on an analysis of LPD and Pharmacotherapy Course Streams, develop CI recommendations for CAC approval and implementation in the PharmD program.
- Implement the CI framework across five professional and graduate courses within the School.
- Collaborate with CIPHER to provide two educator development sessions for faculty and staff on inclusive teaching and learning practices.

### Build an Inclusive Community

**Create a School community where everyone is educated, connected, valued, and has an opportunity to contribute through the design and development of an accountability framework.**

- Identify five different platforms to promote the Community Culture Climate Improvement Tool (CCCIT) to the ESOP community and evaluate submissions to identify areas for ESOP improvement.

The office of Organizational Diversity and Inclusion Strategic Plan is anchored in the School's [Beyond](#) Plan.

# BEYOND

 UNC | ESHELMAN SCHOOL  
OF PHARMACY

Strategic Plan for 2020-2024